

Notes Taken During Mr. Carlucci's Talk at
"CIA Today and Tomorrow"

Interest in Intelligence has never been higher. That is good. We are in business to sell our judgment. Congress is interested in what we are doing, which is good.

How does one define role of a secret agency in an open society?

Information Management will be a big area in the future.

We need to function as one Agency. Everyone must understand where other groups fit into overall effort. Effort must have system of priorities. Must move in concert to meet priorities, in face of diminishing resources.

New age in employee/management relations. Employees justifiably demand more equity in the system. Need better vertical communication, outlet for grievances, system where people can go to proper authorities, mechanisms for dissent so we can challenge one another and develop better production. Are our people mechanisms and personnel positions adequate as we are looking ahead and planning? Are our systems adequate to meet these challenges?

Goals for personnel systems - there are some differences in the Directorates but also some common concerns: EEO

- Career advancement

- Management style

- Effective development

- Look at kind of executives we want to develop
Down to Branch chief level, must know something
about other components, be able to integrate
pieces.

- More lateral movement. Currently no more than
2% moving, that is not enough.

- Make promotion system as compatible as can be.

- Career opportunities for employees

- How do we do our personnel planning?

- How do we pick and train executives?

These are not easy questions.

We need: More integrated analysis

- More issue related analysis

- Quicker response time

- More integration in collection systems, eliminate unnecessary
duplication, properly evaluate collection systems

- Information management - greater emphasis. We must also be careful
that systems do not outstrip our capability to control them

In the DDO - Cover problems - how will they operate?

There must be greater Community spirit between us and other agencies.

Thirty positions in each Directorate have been identified for lateral movement. Does not like quotas.

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